

Article 10.4

Invalidity Committee

The Director-General shall establish an Invalidity Committee which shall have such functions as are assigned to it by these Regulations. The Committee shall be composed of (1) three duly qualified medical practitioners, one of whom shall be appointed by the Director-General, one by the official or, if no such appointment is made by the official, by the Staff Union Committee, and one by the two practitioners so chosen, (2) an official appointed by the Director-General, and (3) an official appointed by the Staff Union Committee. The proceedings of the Committee shall be regarded as secret.

Article 10.5

Joint Advisory Appeals Board

1. A Joint Advisory Appeals Board shall be established to assist the Director-General in making any final administrative decision:

- concerning any grievance filed in accordance with article 13.3 of these Regulations;
- concerning a proposal for the application of a sanction other than written censure under Chapter 12 of these Regulations;
- concerning a proposal for termination for unsatisfactory services under articles 11.4 or 11.8 of these Regulations;
- concerning a proposal for termination on reduction of staff under article 11.5 of these Regulations;
- concerning an appeal against withholding of increment under article 6.4 of these Regulations;
- concerning a proposal for transfer to duties and responsibilities attached to a lower grade under article 6.11 of these Regulations;
- or as may be otherwise required under these Regulations or other relevant rules.

2. The Joint Advisory Appeals Board is composed of at least three chairpersons appointed by the Director-General on the recommendation of the Joint Negotiating Committee, a group of at least three serving officials nominated by the Office and a group of at least three officials nominated by

the Staff Union. For the purpose of these nominations and appointments, account shall be taken of the need to ensure gender, cultural, linguistic and professional diversity.

3. Where the circumstances of the case so require, the Office and the Staff Union may be requested to designate ad hoc members.

4. The following may be appointed as chairpersons: former ILO officials or serving or former officials of the United Nations or of the specialized agencies. Only serving ILO officials may be nominated as members or ad hoc members of the Joint Advisory Appeals Board and their participation shall be considered official duties.

5. On each occasion on which the functions assigned to the Joint Advisory Appeals Board require to be exercised, a panel composed of a chairperson and one member from each group shall be set up.

6. The Joint Advisory Appeals Board shall be assisted by a secretariat, the members of which shall be appointed by the Director-General in agreement with the Staff Union.

7. The procedure before the Joint Advisory Appeals Board shall be governed by the provisions of Annex IV to these Regulations.

Article 10.6

Recruitment, Assignment and Mobility Committee

1. A Recruitment, Assignment and Mobility Committee shall be established to assist the Director-General with workforce planning and mobility and to monitor recruitment and selection procedures in line with these Regulations or other applicable rules. The Recruitment, Assignment and Mobility Committee shall, in particular:

- review information regarding workforce planning and mobility and make recommendations on the type and level of recruitment;
- facilitate geographical and functional mobility;
- review proposed vacancies and job descriptions;
- make recommendations for transfers in the same grade without competition;
- advise the Director-General on recommendations arising from competitions.